



HEADQUARTERS NEW JERSEY ARMY AND AIR NATIONAL GUARD  
NEW JERSEY DEPARTMENT OF MILITARY AND VETERANS AFFAIRS  
3650 SAYLORS POND ROAD  
FORT DIX, NEW JERSEY 08640-7600

ARMY BULLETIN NO. 19

23 May 2002

ATTRITION MANAGEMENT TEAM/TRAINING

1. References:

- a. NJARNG Retention Handbook (Green Book)
- b. AR 601-280 Army Retention Program, 31 Mar 99
- c. AR 135-91 Service Obligations, Methods of Fulfillment, Participation Requirements, and Enforcement Procedures, 26 Sep 00
- d. AR 135-178 Separation of Enlisted Personnel, 3 Dec 01

2. Maintaining soldier strength is the number one priority of the New Jersey Army National Guard (NJARNG). Unit readiness and preparedness, hence mission accomplishment, are difficult to achieve if units do not maintain appropriate manning levels. The State Command Sergeant Major has developed an Attrition Management Team to assist units in accomplishing this mission. The purpose of this team is to:

- a. Assist the Major Subordinate Commands (MSC) in implementing a successful Attrition Management Program.
- b. Assist the MSC in meeting NGB's goal for No Val Pay.
- c. Assist MSC with training Full-Time Support Attrition Management Noncommissioned Officer (NCO).
- d. Assist MSC with training the Additional Duty (TDG) Unit Retention Noncommissioned Officer (ADURNCO).

3. Each MSC is required to provide the Attrition Management Team a list of the following not later than **28 Jun 02**:

- a. A copy of the additional duty appointment for the Major Command Retention Officer.
- b. Names of the Full-Time Support Attrition Management NCOs.
- c. Roster of the ADURNCOs (Battalion and Unit).

4. Each MSC is required to provide Attrition Management Training for their units. The Attrition Management Team will assist in the development of this one-day training program. **Each MSC will submit a proposed date for training not later than 28 Jun 02.** The training must be conducted not later than 30 Sep 02.

5. Each major command is responsible for:

- a. Submitting the date of training to the State Command Sergeant Major.
- b. Ensuring all Full-Time Support Attrition Management NCOs and ADURNCOs (TDG) attend the training.
- c. Provide logistical support (training area, food, PC with projector, etc.).

6. POC for this memorandum is the State Command Sergeant Major. The required documents should be delivered to his Administration Assistant, SGT Clark in the Chief of Staff's Office. Telephone (609) 562-0951 or Fax to SGT Clark at (609) 562-0955.

OFFICIAL:

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